

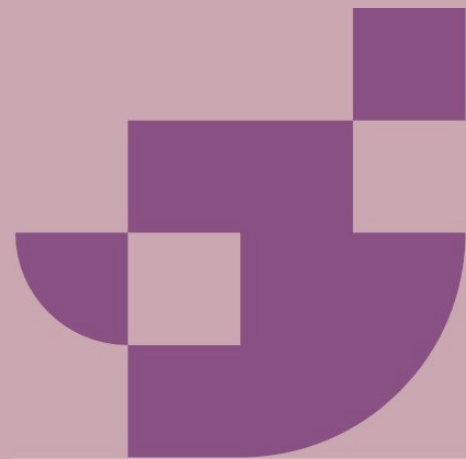
July 2019
Issue 1



Inclusion Matters Newsletter



**Northern Power: Making Engineering and
the Physical Sciences a Domain for All in
the North of England**



Welcome from Rachel Archbold



Head of Equality, Diversity and Inclusion at Durham University
Inclusion Matters Project Coordinator

"It has been a busy time for the Inclusion Matters team throughout the consortium. The project is well under way and a lot has been happening behind the scenes. We are approaching a very exciting time in the project, including the development of the online platform, the design of mentoring packages and training, whilst also creating a robust research registration process. We are hoping the project will launch officially in September.

We have had a number of new people join our Inclusion Matters team over the past couple of months. Professor Simon Gardiner, whom some of you may have met, is the new Programme Director, taking over from Emma Flynn. Julie Wilson is the new Project Officer for the project here at Durham University. Working closely with Julie is Julia Guy who is the Project Support Officer. At University of Leeds, Robert Adams has joined the team as EDI Mentoring Project Co-ordinator who will be helping implement and facilitate WP1 and WP3, and at Northumbria University we have Dr Jenna Tudor who is the new Research Assistant for WP5 and the Evaluation.

As part of project communications we will be sending out monthly newsletters, consisting of project updates, work package updates, work package features, key dates for the diary and events information.

Welcome everyone and we look forward to working with you all throughout the duration of the project!"

Introduction from Simon Gardiner



Prof Simon Gardiner, BA, MSc, Dr.

Deputy Head of Faculty (Undergraduate) in the Faculty of Science
at Durham University,
Inclusion Matters Programme Director

Professor Simon Gardiner is joining the Inclusion Matters team as the new Programme Director. His appointment follows the departure of Professor Emma Flynn from the university.

Originally from New Zealand, Simon joined Durham University in 2005 taking up a lectureship in the Department of Physics. He currently is a professor in the Faculty of Science, and is Deputy Head of Faculty in the Science department. Simon's interests lay within theoretical atomic physics, cold-atom physics, and quantum nonlinear dynamics. Simon is a member of the research group Quantum Light and Matter (QLM). Based at Durham, the QLM encompasses several research groups, all of whom share an interest in the quantum properties of atoms, molecules and solids and their interactions with light. Their work aims to advance fundamental understanding of quantum light and matter, whilst exploring a broad range of applications in quantum science, metrology and quantum technologies.

We welcome Simon into his new role on the project!

Project Overview



Our overarching aim is to shape an actively inclusive culture in the EPS community (academic and beyond) in the North of England that supports, drives and sustains greater equality for all, including traditionally underrepresented groups (e.g. women, disabled people, LGBT+, and black, Asian and minority ethnic (BAME) researchers).

Project Duration:
1st December 2018 to 30th
November 2020

Shared-Characteristic Mentoring

Work Package 1 – Led by University of Leeds.

A cross-institutional mentoring scheme to partner early career under-represented staff, with more senior individuals who have similar identities, experiences or interests. This mentoring scheme will highlight role models in leadership positions from these underrepresented groups.

Reverse-Mentoring Programme

Work Package 2 – Led by Durham University.

A reverse mentoring programme will involve staff from under-represented groups within EPS mentoring senior staff about the specific challenges they face. Leaders play a significant role in cultural change, and hearing the views and opinions of those with different characteristics will create a more inclusive working environment.

Develop an Online Platform.

Work Package 3 - Led by University of Leeds.

An online platform for communication will be created for all participants across the consortium. This online network will provide an informal platform for advice and support, sharing best practices, sharing success stories of underrepresented staff members, webinars and highlighting cross-institutional research-focused opportunities.

Developing Network and Leadership Opportunities Beyond One's Institution.

Work Package 4 – Led by Newcastle University.

Establishing leadership opportunities across different institutions.

Personal Development Plans (PDPs) will be developed with participants and used to identify appropriate leadership development opportunities which will be made available on the Online Platform.

Participants may self select or be nominated for activities.

Collaborate with Industry.

Work Package 5 – Led by Northumbria University.

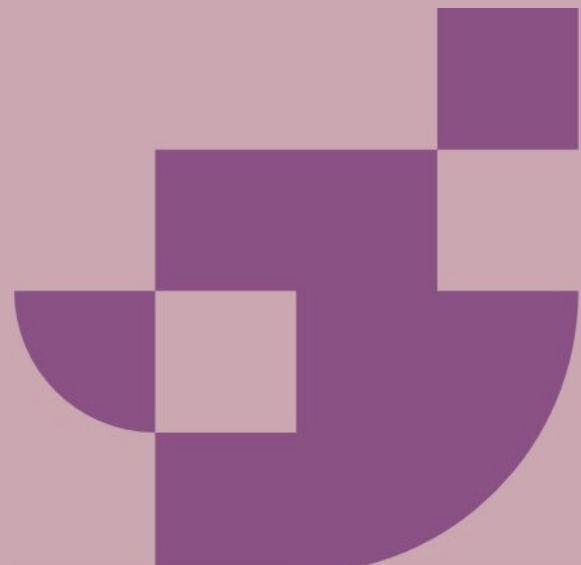
We will work with our six industry partners (Atom Bank, IBM, Northumbrian Water, GTN, Stanley Black and Decker and SAGE) to create working opportunities for members of under-represented groups.

This will involve; sharing best practice, networking activities such as placements, industry visits to HEIs, research workshops, and joint out-reach activities.

Research Programme.

Work Package 6 – Led by Durham University collaborating with Northumbria.

The project will be evaluated to understand the ways in which participants engaged with the various initiatives on offer and the impact of the project on participants and institutions. Data will be collected through surveys, focus groups and interviews to establish how participants engaged with the different elements of the project and to identify any changes to attitudes and practice.



Project Team Update

The past few months have been a whirlwind of activity for the project team at Durham. Work on the communication plan is underway, and we will be providing all partners across the consortium with a suite of assets for use in promoting the project and participant recruitment as we approach the launch date. Internal communications will be managed using Newsletters, email updates and cross consortium meetings. We are also establishing a publication board and plan for research papers, conference attendance and other outputs.

We've been hard at work producing participant information sheets, privacy notices, consent forms and debriefing sheets to ensure we are fully GDPR compliant as we work through the project.

The Online Platform

The Online platform plays a pivotal role in the project, and will be the hub of participant communication. We are delighted to be working with WebAnywhere who will develop and host the Platform. As well as being the public facing website for the project, functionality includes forums, video conferencing links and an events diary, as well as linking to the participant registration form.

Advisory Board

We are very happy to announce that we have established a project Advisory Board. Acting as independent advisors for the project, the members will bring a wealth of experience and insight to the project. The Advisory board will meet regularly throughout the entirety of the project. More information about our current confirmed Advisory Board members can be found on our 'Meet the Team' page.

Official Project Launch - September

The project is on track for its official launch in September, to coincide with the start of the new academic year and Inclusion Week. A soft launch in July will begin to promote interest in the project and raise awareness across the partner organisations. We will be hosting a formal launch event on Tuesday 24th September in Durham, and we very much hope to see you all there. Formal invites will follow soon. We appreciate all the hard work that is happening behind the scenes from every WP and contributor to make progress possible, and look forward to the next stages of the project.

Who is the Project For?

What do we mean by Early Career Researchers? How do we define our ECR participants? The definition of ECR in the remit of the project is: (following completion of doctoral studies):

'from the first full-time, or significant part-time role as a working scientist (fixed term or permanent, research and/or teaching, potentially including self-supported through some form of personal fellowship or similar), to within the first 5 years or so in a non fixed-term position, or a fixed externally-funded position with a guarantee, or expectation of transfer to a permanent role at the end of the funding period.'

Participant Sign Up Journey

Below is a diagram of our anticipated participant sign up process. This is still in development but the diagram displays how we as a consortium envisage the registration process. The allocation of participants to work packages will sit with the Participant Allocation Panel (PAP).

Participant Sign Up Journey

Participants -

from all Partners (University and Industry) Signposted from their own IM project webpages, emails, tweets or social media posts.

Landing page (Platform)

Project overview. Links to 'Online Survey' for participant registration questionnaire (Baseline Survey).

Initial GDPR/Privacy/ Agreements for registration.

Online Registration (WP6)

Participant completes registration data. A subset is provided to the Participant Allocation Panel (PAP) for shortlisting/ allocation purposes.

Participant Allocation Panel

Carries out shortlisting/ allocation to WP activities. Inform the Evaluation Team (WP6) of the outcomes.

Participant Notification

WP6 contacts participant to notify them which activities they have been allocated to. They provide a link to a confirmation page & privacy notices relevant to their specific WP activity and ask participants to confirm they want to proceed with their place in the project.

Participants who are only allocated to WP3 receive update saying they will receive a link to the platform soon. Further information collection required for some WPs conducted at this point.

WP6 informs Work Package Leads of confirmed participants.

WP6 provides allocation information and subset of information to WP3 for automatic population of online platform.

WP6 informs all work Packages of their confirmed participants and any other WP info specific to their WP.

Platform – (Work Package 3)

Generates participant sign in link to Platform and allocates access to the relevant areas of the platform for their activity.

An email is sent from platform to participants at their preferred email address providing link to sign in to platform.

First sign in includes participant agreement to the platform-specific privacy notice and terms and conditions for use.

All Work Packages

Collect additional data as required for WP activity, (via SUMAC etc). Additional notices and participant agreements to be issued where required. Activities Commence.

Work Package Update



Work Package 1 University of Leeds.

We have produced a number of supporting resources, such as, a Mentoring Guide / Handbook which has received positive feedback and comments from our ODPL colleagues and the Student Mentoring services, a Taxonomy of shared characteristic terms, enhanced our face-to-face mentoring session, and started development of an online mentoring course utilising lecture capture/videoing. Our intention was to have a minimum of two pilot mentoring partnerships up and running. This has not proven possible due to a combination of other commitments of mentors and mentees, and matching criteria. We currently have one such trial partnership.

Work Package 2 Durham University

We are in the process of conducting market research, looking at other institutions, to gain insight into sustainable mentoring schemes. Rachel has been involved in a number of conversations with the University of Birmingham and Nottingham University, sharing best practice on how to implement effective mentoring, training and resources. We've also looked into the possibility of an external buy out (Vitae) and how to tailor a scheme to a university and industry setting. Dr Bernadine Idowu-Onibokun visited Durham last month to present her experiences and findings of mentoring in HEI settings with BAME ECRs.

Work Package 3 University of Leeds.

We initially undertook market research against our five criteria, cost and timescale. This reduced the field to 8 companies. We had demo, in-depth discussions and received quotes from two companies; the rest could not offer the range of requirements within our timeline or our budget. We made the decision to go with WebAnywhere, a local North East company, thereby supporting our local digital economy. We have since clarified functionality and responded to a range of specific Partner questions, bringing a greater focus to the 'scope'. We have now signed off the Proposal and await clarification on budget / procurement.

Work Package 4 Newcastle University.

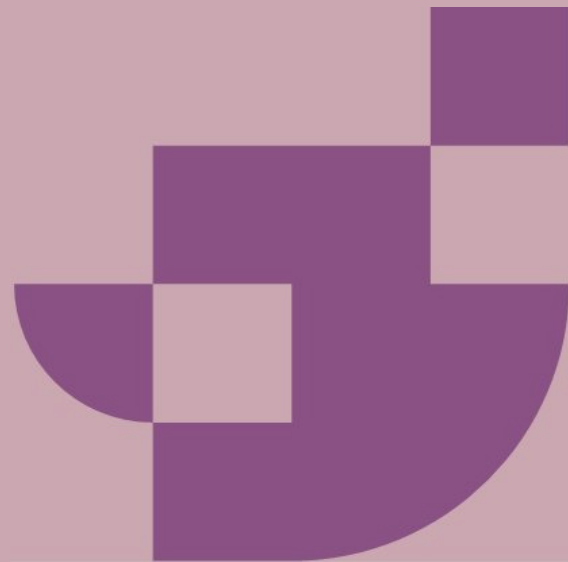
In the past month we have started to define the activities and processes within WP4, consulting with Durham and Leeds with regard to integration with the online platform. Discussions have included creating a bank of development opportunities and networks, the overall process in developing PDPs with participants and matching to the appropriate development activities and opportunities available. Consideration is also being given to evaluation points throughout the process, and we will be working closely with Northumbria to develop these.

Work Package 5 Northumbria University.

Industrial involvement is key within work package 5. In the last month we've begun discussing details with the business development manager at Durham University and with two of our industrial partners. We have also discussed the project informally with staff at Northumbria to explore potential uptake. Over the last month we have further refined the registration and baseline data needs for work package 5, the details of the activities we will deliver and the ethical considerations linked to the work package.

Work Package 6 Durham University and Northumbria University.

We've undertaken a literature review to produce a summary of evidence-based best practice insights in the areas of each work package. Preliminary findings were shared and discussed with the other WPs at an early stage to enable the WPs to build in the findings into their planned activities. The literature review has then been refined further. We discussed detailed evaluation plans for each activity. These plans were then shared at the stakeholder meeting in Durham and we expect to finalise the evaluation timetable within the next week. Along with the Durham project team we have also been establishing the data collection requirements and starting to plan the questions for the main baseline and follow up surveys.



Meet the Team

Principal Investigator:

Professor Claire Warwick, Durham University.

Co-Investigators:

Dr Helen Cramman, Durham University.

Professor Judith Rankin, Newcastle University.

Dr Sharron Kuznesof, Newcastle University.

Dr Roger Penlington, Northumbria University.

Dr John Holmes, Northumbria University.

Project Director:

Professor Simon Gardiner, Durham University.

Project Co-Ordinator:

Rachel Archbold, Durham University.

Project Officer:

Julie Wilson, Durham University.

Project Support Officer:

Julia Guy, Durham University.

Our Industry Partners:

Atom Bank, Northumbrian Water, IBM, Sage, GTN Ltd, and Stanley, Black and Decker.

Work Packages:

WP1 Lead: Professor Steve Scott, University of Leeds.

Fellow contributors:

Robert Adams, Sabiha Patel, Caroline Ackroyd and Dr Vania Dimitrova, all University of Leeds.

WP2 Lead: Rachel Archbold Durham University.

WP3 Lead: Dr Vania Dimtrova, University of Leeds.

Fellow contributors: Robert Adams, Sabiha Patel and Caroline Ackroyd, all University of Leeds.

WP4 Lead: Dr Sharron Kuznesof, Newcastle University.

Fellow contributors: Professor Judith Rankin, Louise Jones and Vijaya Kotur, all Newcastle University.

WP5 Lead: Dr Roger Penlington Northumbria University.

Fellow contributors: Dr John Holmes, Dr Jenna Tudor and Sharon Stewart, all Northumbria University.

WP6 Lead: Dr Helen Cramman Durham University

Fellow contributors: Dr Helen Gray and Dr Nadia Siddiqui, Durham University. Dr Roger Penlington, Dr Jenna Tudor and Dr John Holmes, Northumbria University.

Our Advisory Board

Here are our current confirmed advisory board members:

Professor Sarah Sharples – PVC for Equality, Diversity and Inclusion at the University of Nottingham.

Dr Bernadine Idowu-Onibokun – Founder and Chair of the BME Early Career Researcher - How to stay in academia conference, Kings College London.

Cheryl Millington – Non Executive Director of Atom Bank, Plc and Equiniti.

Professor Claire Warwick – Pro-Vice Chancellor (Research), Durham University.

Professor Dorothy Monekosso – Professor of Computer Science in the Faculty of Arts, Engineering, and Technology, Leeds Beckett University.

Professor Patrik Ohberg - Head of Institute of Photonics and Quantum Sciences (IPaQS), School of Engineering and Physical Sciences, Heriot-Watt University.

Professor Jeremy Sanders - Emeritus Professor and Diversity Champion, University of Cambridge.

Dr. Javad Yazdani - Senior Lecturer in School of Engineering at University of Central Lancashire.



Dates for the Diary



Stakeholder Meetings

- Monday 22nd July 10:00-15:30 at Newcastle University – For WP leads
- Thursday 5th September 10:00-15:30 at University of Leeds – For WP leads

Launch Event

- Tuesday 24th September 14:00 -17:00 in Durham – invitations to follow

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